

LAMPIRAN

LAMPIRAN 1

KUESIONER

PENGARUH DISIPLIN KERJA, MOTIVASI, KEPEMIMPINAN DAN LINGKUNGAN KERJA TERHADAP KINERJA PEGAWAI

(Studi pada Kantor BPPKAD Kabupaten Grobogan)

A. PETUNJUK PENGISIAN

1. Isilah data diri anda pada tempat yang telah disediakan.
2. Berilah tanda *check list* (✓) pada tempat yang telah disediakan.
3. Terdapat lima alternatif pengisian jawaban, yaitu:
 - a. SS : Sangat Setuju
 - b. S : Setuju
 - c. N : Netral
 - d. TS : Tidak Setuju
 - e. STS : Sangat Tidak Setuju

B. IDENTITAS RESPONDEN

1. Nama : (Boleh tidak diisi)
2. Jenis Kelamin : () Laki-laki () Perempuan
3. Umur : Tahun
4. Lama bekerja : Tahun
5. Pendidikan terakhir : () SMA/SMK () S1
() Diploma () S2

KINERJA PEGAWAI

Silahkan Bapak/Ibu memberi tanda *chek list* (✓) pada tempat yang telah tersedia sesuai dengan pernyataan Bapak/Ibu.

NO	Pernyataan	STS	TS	N	S	SS
1	Saya sangat senang dan bangga menjadi salah satu pegawai di instansi ini.					
2	Saya akan mengabdikan diri di instansi ini sampai masa kerja saya berakhir.					
3	Saya senantiasa berusaha menghasilkan pekerjaan bermutu.					
4	Pekerjaan yang saya laksanakan selalu menunjukkan prestasi yang baik.					
5	Saya bersungguh-sungguh dalam melaksanakan setiap pekerjaan.					
6	Saya merasa harus melaksanakan beban pekerjaan sebaik mungkin dan berusaha mencapai hasil kerja yang maksimal.					
7	Saya menyelesaikan beban pekerjaan sesuai dengan target yang telah ditentukan.					
8	Saya selalu bekerja sesuai dengan prosedur yang ditetapkan instansi.					
9	Saya selalu datang sebelum jam kerja dimulai.					
10	Saya selalu pulang setelah jam kerja telah usai.					
11	Ketika bekerja saya senantiasa menjunjung tinggi nilai kejujuran.					
12	Semua beban pekerjaan, saya selesaikan sesuai dengan kemampuan dan ketrampilan tanpa ada unsur rekayasa					
13	Ketika saya mengalami kesulitan menyelesaikan pekerjaan, saya akan meminta bantuan rekan kerja.					

Sumber: Tiffani (2014)

DISIPLIN KERJA

Silahkan Bapak/Ibu memberi tanda *chek list* (✓) pada tempat yang telah tersedia sesuai dengan pernyataan Bapak/Ibu.

NO	Pernyataan	STS	TS	N	S	SS
1	Saya selalu hadir tepat waktu pada jam kerja.					
2	Saya selalu merapikan kembali peralatan kerja setelah selesai dipakai.					
3	Saya mampu menggunakan peralatan kerja dengan baik.					
4	Saya selalu menaati peraturan yang ditetapkan organisasi.					
5	Saya selalu menggunakan seragam kerja yang telah ditentukan.					
6	Saya selalu menggunakan tanda pengenal didalam bekerja.					
7	Sistem pendataan kehadiran pegawai sudah efektif.					

Sumber: Sanjaya (2015)

MOTIVASI

Silahkan Bapak/Ibu memberi tanda *chek list* (✓) pada tempat yang telah tersedia sesuai dengan pernyataan Bapak/Ibu.

NO	Pernyataan	STS	TS	N	S	SS
1	Ditempat saya bekerja hubungan antar pegawai terjalin dengan baik.					
2	Ditempat saya bekerja hubungan pegawai dengan pimpinan berjalan dengan baik.					
3	Ditempat saya bekerja penghargaan dalam pekerjaan dapat memotivasi pegawai untuk bekerja keras.					
4	Ditempat saya bekerja pimpinan selalu memberikan dorongan dan semangat untuk bekerja untuk bekerja lebih baik.					
5	Ditempat saya bekerja mendapat pengakuan dan penghargaan dari teman kerja saat berhasil melakukan pekerjaan dengan baik.					
6	Ditempat saya bekerja pihak instansi peduli dengan prestasi kerja yang dicapai.					
7	Ditempat saya bekerja instansi memberikan kesempatan untuk mendapatkan jabatan yang lebih tinggi.					
8	Ditempat saya bekerja masalah yang terjadi di instansi tidak berpengaruh pada urusan pribadi.					
9	Ditempat saya bekerja keselamatan kerja dijamin oleh instansi (kecelakaan kerja).					
10	Ditempat saya bekerja, saya merasa tidak terancam terkena PHK.					

Sumber: Aryanti (2014)

KEPEMIMPINAN

Silahkan Bapak/Ibu memberi tanda *chek list* (✓) pada tempat yang telah tersedia sesuai dengan pernyataan Bapak/Ibu.

NO	Pernyataan	STS	TS	N	S	SS
1	Ditempat saya bekerja, pimpinan memiliki hubungan baik dengan karyawan.					
2	Ditempat saya bekerja, pemimpin memberikan kebebasan bagi bawahan untuk memberikan pendapat.					
3	Ditempat saya bekerja, pemimpin dapat mendelegasikan wewenang dengan baik.					
4	Ditempat saya bekerja, pemimpin selalu memberikan bimbingan, arahan, dan dorongan kepada bawahan.					
5	Ditempat saya bekerja, pemimpin dapat menciptakan suasana kerja yang kondusif.					

Sumber: Hikmatyar (2016)

LINGKUNGAN KERJA

Silahkan Bapak/Ibu memberi tanda *chek list* (✓) pada tempat yang telah tersedia sesuai dengan pernyataan Bapak/Ibu.

NO	Pernyataan	STS	TS	N	S	SS
1	Ditempat saya bekerja, perlengkapan penerangan lampu dalam ruangan sudah memadai.					
2	Ditempat saya bekerja, kebersihan di instansi membuat nyaman dalam bekerja.					
3	Ditempat saya bekerja, fasilitas yang disediakan cukup lengkap dan memadai.					
4	Ditempat saya bekerja, adanya jaminan keamanan lingkungan kerja yang diberikan instansi.					
5	Ditempat saya bekerja, hubungan antar pegawai dengan pimpinan membantu dalam pekerjaan.					
6	Ditempat saya bekerja, hubungan antar sesama pegawai membantu dalam pekerjaan.					

Sumber: Tiffani (2014)

Hasil Kuesioner KINERJA PEGAWAI

[illegible]

Hasil Kuesioner DISIPLIN KERJA

NO	DISIPLIN KERJA							
	DK1	DK2	DK3	DK4	DK5	DK6	DK7	TOT
1	3	2	3	3	4	2	2	19
2	4	4	4	4	4	4	3	27
3	3	4	4	4	4	4	3	26
4	4	4	5	5	5	5	5	33
5	4	4	4	4	4	3	3	26
6	5	5	5	4	4	2	5	30
7	3	4	4	4	4	3	4	26
8	4	4	4	4	4	3	4	27
9	5	5	5	4	5	4	5	33
10	4	4	4	4	4	4	4	28
11	5	5	5	5	5	5	5	35
12	5	5	5	5	4	4	5	33
13	5	4	4	4	5	4	5	31
14	5	5	5	4	3	3	5	30
15	5	4	4	5	5	5	5	33
16	5	5	4	5	5	5	4	33
17	4	4	4	4	4	4	4	28
18	4	4	4	4	3	3	4	26
19	5	5	5	5	5	5	5	35
20	5	5	5	5	5	2	5	32
21	5	4	4	4	4	4	4	29
22	4	4	4	4	4	4	4	28
23	5	4	4	5	4	5	5	32
24	5	5	4	5	5	3	5	32
25	5	5	5	5	5	5	5	35
26	5	4	4	4	4	4	5	30
27	5	5	5	5	4	5	4	33
28	5	4	4	4	4	3	5	29
29	4	4	4	4	4	4	4	28
30	4	4	4	4	4	4	4	28
31	5	5	5	4	5	4	5	33
32	4	4	4	4	4	4	4	28
33	5	5	5	5	5	5	5	35
34	5	5	5	5	4	4	5	33
35	5	4	4	4	5	4	5	31
36	4	4	4	4	4	4	4	28
37	5	5	5	4	3	3	3	28
38	5	4	4	4	4	4	4	29
39	5	5	4	5	5	5	4	33
40	4	4	4	4	4	4	4	28

Hasil Kuesioner MOTIVASI

[illegible]

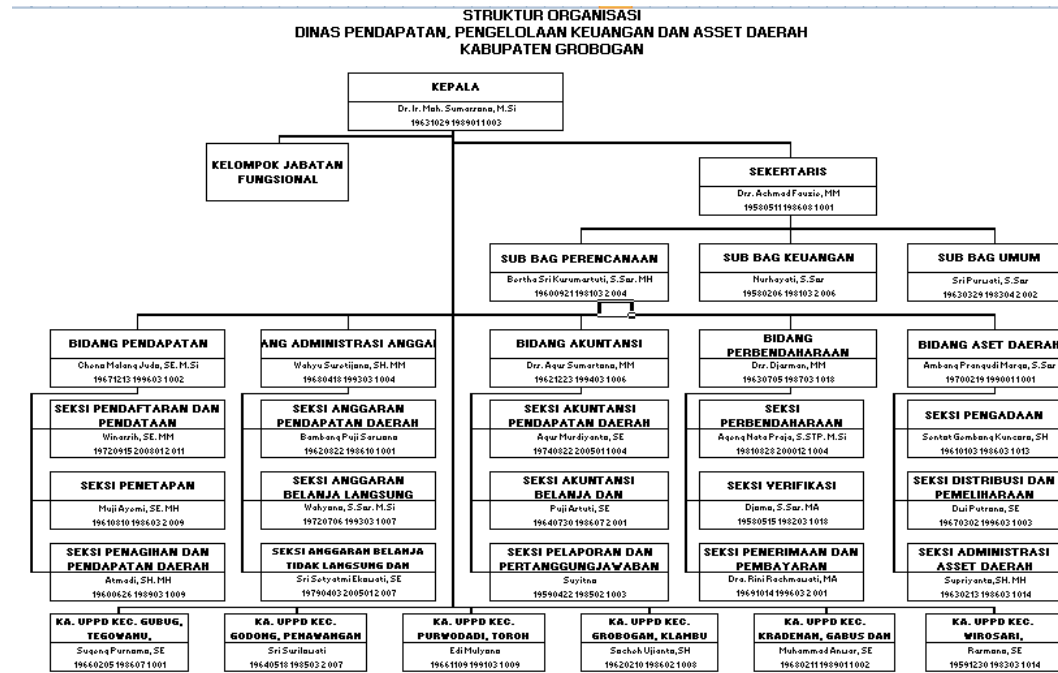
Hasil Kuesioner KEPEMIMPINAN

NO	KEPEMIMPINAN					
	K1	K2	K3	K4	K5	TOT
1	3	3	3	3	3	15
2	4	4	4	4	4	20
3	4	4	3	3	3	17
4	4	4	4	4	4	20
5	4	4	3	4	3	18
6	4	4	4	4	4	20
7	5	4	4	4	4	21
8	5	4	4	4	4	21
9	5	5	5	5	5	25
10	5	4	4	5	5	23
11	5	4	4	4	4	21
12	4	4	4	4	4	20
13	4	4	4	4	4	20
14	5	5	4	5	5	24
15	5	4	4	4	4	21
16	4	4	4	4	4	20
17	4	4	4	4	4	20
18	3	4	4	4	4	19
19	4	5	5	5	5	24
20	5	4	4	4	4	21
21	4	5	5	5	5	24
22	4	4	4	4	4	20
23	5	4	4	4	4	21
24	5	4	4	4	4	21
25	4	4	4	4	4	20
26	5	4	4	4	4	21
27	5	4	4	4	4	21
28	4	4	4	4	4	20
29	4	4	4	4	4	20
30	4	4	4	4	4	20
31	5	5	5	4	5	24
32	5	5	4	4	5	23
33	5	5	4	4	4	22
34	4	4	4	4	4	20
35	5	4	4	4	4	21
36	5	4	4	4	4	21
37	5	5	5	4	5	24
38	5	5	4	4	5	23
39	5	4	5	5	4	23
40	4	4	4	4	4	20

Hasil Kuesioner LINGKUNGAN KERJA

NO	LINGKUNGAN KERJA						
	LK1	LK2	LK3	LK4	LK5	LK6	TOT
1	4	2	3	3	4	4	20
2	4	4	4	4	4	4	24
3	4	4	4	4	4	4	24
4	5	4	5	5	4	3	26
5	4	3	4	4	3	4	22
6	4	3	4	4	4	4	23
7	5	4	4	2	4	4	23
8	5	4	4	2	4	4	23
9	4	4	5	5	5	5	28
10	4	4	4	4	4	4	24
11	5	5	5	5	5	5	30
12	4	4	5	5	3	3	24
13	4	4	5	4	5	5	27
14	5	5	5	5	5	5	30
15	4	4	4	4	4	4	24
16	5	5	5	5	5	5	30
17	4	4	4	4	4	4	24
18	5	5	5	5	4	4	28
19	5	5	5	5	5	5	30
20	4	4	4	4	5	5	26
21	5	3	3	4	3	3	21
22	5	5	4	4	4	4	26
23	4	4	5	5	4	5	27
24	5	5	4	4	4	4	26
25	5	5	5	5	5	5	30
26	4	5	5	4	5	5	28
27	5	5	5	5	5	5	30
28	4	4	4	4	4	4	24
29	4	4	4	4	4	4	24
30	5	5	4	4	4	5	27
31	4	4	5	5	5	5	28
32	4	4	4	4	4	4	24
33	5	5	5	5	5	5	30
34	4	4	5	5	3	4	25
35	3	4	3	4	5	5	24
36	4	4	4	4	4	4	24
37	5	5	5	5	5	5	30
38	5	5	5	5	5	5	30
39	4	4	4	4	4	4	24
40	4	4	4	4	4	4	24

Lampiran 3 Struktur Organisasi Kantor BPPKAD Kabupaten Grobogan



Lampiran 4

HASIL PENGHITUNGAN STATISTIK DESKRIPTIF

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KINERJA PEGAWAI	40	46	65	56.33	5.225
DISIPLIN KERJA	40	19	35	30.03	3.347
MOTIVASI	40	33	50	42.72	4.602
KEPEMIMPINAN	40	15	25	20.98	2.006
LINGKUNGAN KERJA	40	20	30	25.90	2.863
Valid N (listwise)	40				

Lampiran 5

HASIL UJI VALIDITAS

1. Hasil Uji Validitas Kinerja Pegawai

Correlations

		KP1	KP2	KP3	KP4	KP5
KP1	Pearson Correlation	1	.774**	.550**	.193	.415**
	Sig. (2-tailed)		.000	.000	.233	.008
	N	40	40	40	40	40
KP2	Pearson Correlation	.774**	1	.690**	.506**	.116
	Sig. (2-tailed)	.000		.000	.001	.477
	N	40	40	40	40	40
KP3	Pearson Correlation	.550**	.690**	1	.506**	.371*
	Sig. (2-tailed)	.000	.000		.001	.018
	N	40	40	40	40	40
KP4	Pearson Correlation	.193	.506**	.506**	1	.199
	Sig. (2-tailed)	.233	.001	.001		.218
	N	40	40	40	40	40
KP5	Pearson Correlation	.415**	.116	.371*	.199	1
	Sig. (2-tailed)	.008	.477	.018	.218	
	N	40	40	40	40	40
KP6	Pearson Correlation	.325*	.406**	.632**	.400*	.186
	Sig. (2-tailed)	.041	.009	.000	.011	.250
	N	40	40	40	40	40
KP7	Pearson Correlation	.112	.135	.497**	.520**	.428**
	Sig. (2-tailed)	.492	.406	.001	.001	.006
	N	40	40	40	40	40
KP8	Pearson Correlation	.254	.299	.485**	.518**	.488**

KP9	Sig. (2-tailed)	.113	.061	.002	.001	.001
	N	40	40	40	40	40
	Pearson Correlation	.314*	.368*	.187	.312	.171
KP10	Sig. (2-tailed)	.048	.020	.248	.050	.293
	N	40	40	40	40	40
	Pearson Correlation	.330*	.325*	.487**	.205	.106
KP11	Sig. (2-tailed)	.037	.041	.001	.204	.515
	N	40	40	40	40	40
	Pearson Correlation	.347*	.319*	.387*	.342*	.421**
KP12	Sig. (2-tailed)	.028	.045	.014	.031	.007
	N	40	40	40	40	40
	Pearson Correlation	.214	.225	.361*	.515**	.442**
	Sig. (2-tailed)	.185	.162	.022	.001	.004

Correlations

		KP6	KP7	KP8	KP9	KP10
KP1	Pearson Correlation	.325	.112**	.254**	.314	.330**
	Sig. (2-tailed)	.041	.492	.113	.048	.037
	N	40	40	40	40	40
KP2	Pearson Correlation	.406**	.135	.299**	.368**	.325
	Sig. (2-tailed)	.009	.406	.061	.020	.041
	N	40	40	40	40	40
KP3	Pearson Correlation	.632**	.497**	.485	.187**	.487*
	Sig. (2-tailed)	.000	.001	.002	.248	.001

KP4	N	40	40	40	40	40
	Pearson Correlation	.400	.520**	.518**	.312	.205
	Sig. (2-tailed)	.011	.001	.001	.050	.204
KP5	N	40	40	40	40	40
	Pearson Correlation	.186**	.428	.488*	.171	.106
	Sig. (2-tailed)	.250	.006	.001	.293	.515
KP6	N	40	40	40	40	40
	Pearson Correlation	1*	.680**	.558**	.291*	.650
	Sig. (2-tailed)		.000	.000	.068	.000
KP7	N	40	40	40	40	40
	Pearson Correlation	.680	1	.637**	-.020**	.334**
	Sig. (2-tailed)	.000		.000	.904	.035
KP8	N	40	40	40	40	40
	Pearson Correlation	.558	.637	1**	.358**	.443**
	Sig. (2-tailed)	.000	.000		.023	.004
KP9	N	40	40	40	40	40
	Pearson Correlation	.291*	-.020*	.358	1	.553
	Sig. (2-tailed)	.068	.904	.023		.000
KP10	N	40	40	40	40	40
	Pearson Correlation	.650*	.334*	.443**	.553	1
	Sig. (2-tailed)	.000	.035	.004	.000	
KP11	N	40	40	40	40	40
	Pearson Correlation	.320*	.257*	.660*	.533*	.438**
	Sig. (2-tailed)	.044	.109	.000	.000	.005
KP12	N	40	40	40	40	40
	Pearson Correlation	.358	.587	.566*	.366**	.328**
	Sig. (2-tailed)	.023	.000	.000	.020	.039

Correlations

		KP11	KP12	KP13	KINERJA PEGAWAI
KP1	Pearson Correlation	.347	.214**	.255**	.571
	Sig. (2-tailed)	.028	.185	.112	.000
	N	40	40	40	40
KP2	Pearson Correlation	.319**	.225	.356**	.626**
	Sig. (2-tailed)	.045	.162	.024	.000
	N	40	40	40	40
KP3	Pearson Correlation	.387**	.361**	.422	.739**
	Sig. (2-tailed)	.014	.022	.007	.000
	N	40	40	40	40
KP4	Pearson Correlation	.342	.515**	.414**	.643
	Sig. (2-tailed)	.031	.001	.008	.000
	N	40	40	40	40
KP5	Pearson Correlation	.421**	.442	.259*	.505
	Sig. (2-tailed)	.007	.004	.106	.001
	N	40	40	40	40
KP6	Pearson Correlation	.320*	.358**	.609**	.739*
	Sig. (2-tailed)	.044	.023	.000	.000
	N	40	40	40	40
KP7	Pearson Correlation	.257	.587	.362**	.626**
	Sig. (2-tailed)	.109	.000	.022	.000
	N	40	40	40	40
KP8	Pearson Correlation	.660	.566	.606**	.781**
	Sig. (2-tailed)	.000	.000	.000	.000
	N	40	40	40	40
KP9	Pearson Correlation	.533*	.366*	.546	.594
	Sig. (2-tailed)	.000	.020	.000	.000
	N	40	40	40	40

KP10	Pearson Correlation	.438 [*]	.328 [*]	.439 ^{**}	.667
	Sig. (2-tailed)	.005	.039	.005	.000
	N	40	40	40	40
KP11	Pearson Correlation	1 [*]	.740 [*]	.730 [*]	.745 [*]
	Sig. (2-tailed)		.000	.000	.000
	N	40	40	40	40
KP12	Pearson Correlation	.740	1	.655 [*]	.730 ^{**}
	Sig. (2-tailed)	.000		.000	.000

Correlations

		KP1	KP2	KP3	KP4	KP5
KP12	N	40	40 ^{**}	40 ^{**}	40	40 ^{**}
	Pearson Correlation	.255	.356	.422	.414	.259
KP13	Sig. (2-tailed)	.112	.024	.007	.008	.106
	N	40 ^{**}	40	40 ^{**}	40 ^{**}	40
KINERJA PEGAWAI	Pearson Correlation	.571	.626	.739	.643	.505
	Sig. (2-tailed)	.000	.000	.000	.000	.001
	N	40 ^{**}	40 ^{**}	40	40 ^{**}	40 [*]

Correlations

		KP6	KP7	KP8	KP9	KP10
KP12	N	40	40 ^{**}	40 ^{**}	40	40 ^{**}
	Pearson Correlation	.609	.362	.606	.546	.439
KP13	Sig. (2-tailed)	.000	.022	.000	.000	.005
	N	40 ^{**}	40	40 ^{**}	40 ^{**}	40
KINERJA PEGAWAI	Pearson Correlation	.739	.626	.781	.594	.667
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	40 ^{**}	40 ^{**}	40	40 ^{**}	40 [*]

Correlations

		KP11	KP12	KP13	KINERJA PEGAWAI
KP12	N	40	40**	40**	40
	Pearson Correlation	.730	.655	1	.766
	Sig. (2-tailed)	.000	.000		.000
KP13	N	40**	40	40**	40**
	Pearson Correlation	.745	.730	.766	1
	Sig. (2-tailed)	.000	.000	.000	
KINERJA PEGAWAI	N	40**	40**	40	40**

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

2. Hasil Uji Validitas Disiplin Kerja

Correlations

		DK1	DK2	DK3	DK4	DK5
DK1	Pearson Correlation	1	.686**	.547**	.547**	.350*
	Sig. (2-tailed)		.000	.000	.000	.027
	N	40	40	40	40	40
DK2	Pearson Correlation	.686**	1	.819**	.662**	.286
	Sig. (2-tailed)	.000		.000	.000	.074
	N	40	40	40	40	40
DK3	Pearson Correlation	.547**	.819**	1	.536**	.198
	Sig. (2-tailed)	.000	.000		.000	.222
	N	40	40	40	40	40
DK4	Pearson Correlation	.547**	.662**	.536**	1	.524**

DK5	Sig. (2-tailed)	.000	.000	.000		.001
	N	40	40	40	40	40
	Pearson Correlation	.350*	.286	.198	.524**	1
DK6	Sig. (2-tailed)	.027	.074	.222	.001	
	N	40	40	40	40	40
	Pearson Correlation	.281	.255	.185	.577**	.447**
DK7	Sig. (2-tailed)	.080	.112	.254	.000	.004
	N	40	40	40	40	40
	Pearson Correlation	.691**	.564**	.560**	.560**	.472**
DISIPLIN KERJA	Sig. (2-tailed)	.000	.000	.000	.000	.002
	N	40	40	40	40	40
	Pearson Correlation	.784**	.796**	.709**	.841**	.636**
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	40	40	40	40	40

Correlations

		DK6	DK7	DISIPLIN KERJA
DK1	Pearson Correlation	.281	.691**	.784**
	Sig. (2-tailed)	.080	.000	.000
	N	40	40	40
DK2	Pearson Correlation	.255**	.564	.796**
	Sig. (2-tailed)	.112	.000	.000
	N	40	40	40
DK3	Pearson Correlation	.185**	.560**	.709
	Sig. (2-tailed)	.254	.000	.000
	N	40	40	40
DK4	Pearson Correlation	.577**	.560**	.841**
	Sig. (2-tailed)	.000	.000	.000

DK5	N	40	40	40
	Pearson Correlation	.447*	.472	.636
	Sig. (2-tailed)	.004	.002	.000
DK6	N	40	40	40
	Pearson Correlation	1	.281	.625
	Sig. (2-tailed)		.079	.000
DK7	N	40	40	40
	Pearson Correlation	.281**	1**	.799**
	Sig. (2-tailed)	.079		.000
DISIPLIN KERJA	N	40	40	40
	Pearson Correlation	.625**	.799**	1**
	Sig. (2-tailed)	.000	.000	
	N	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

3. Hasil Uji Validitas Motivasi

Correlations

		M1	M2	M3	M4	M5	M6
M1	Pearson Correlation	1	.641**	.466**	.578**	.593**	.072
	Sig. (2-tailed)		.000	.002	.000	.000	.661
	N	40	40	40	40	40	40
M2	Pearson Correlation	.641**	1	.469**	.514**	.339*	.098
	Sig. (2-tailed)	.000		.002	.001	.032	.548
	N	40	40	40	40	40	40
M3	Pearson Correlation	.466**	.469**	1	.594**	.299	.383*

	Sig. (2-tailed)	.002	.002		.000	.061	.015
	N	40	40	40	40	40	40
	Pearson Correlation	.578**	.514**	.594**	1	.475**	.537**
M4	Sig. (2-tailed)	.000	.001	.000		.002	.000
	N	40	40	40	40	40	40
	Pearson Correlation	.593**	.339*	.299	.475**	1	.353*
M5	Sig. (2-tailed)	.000	.032	.061	.002		.025
	N	40	40	40	40	40	40
	Pearson Correlation	.072	.098	.383*	.537**	.353*	1
M6	Sig. (2-tailed)	.661	.548	.015	.000	.025	
	N	40	40	40	40	40	40
	Pearson Correlation	.102	.153	.420**	.371*	.401*	.817**
M7	Sig. (2-tailed)	.533	.344	.007	.018	.010	.000
	N	40	40	40	40	40	40
	Pearson Correlation	.386*	.382*	.366*	.564**	.495**	.591**
M8	Sig. (2-tailed)	.014	.015	.020	.000	.001	.000
	N	40	40	40	40	40	40
	Pearson Correlation	.337*	.319*	.411**	.454**	.509**	.630**
M9	Sig. (2-tailed)	.033	.045	.008	.003	.001	.000
	N	40	40	40	40	40	40
	Pearson Correlation	.346*	.330*	.406**	.511**	.497**	.613**
M10	Sig. (2-tailed)	.029	.038	.009	.001	.001	.000
	N	40	40	40	40	40	40
	Pearson Correlation	.600**	.556**	.668**	.778**	.683**	.733**
MOTIVASI	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000
	N	40	40	40	40	40	40

Correlations

		M7	M8	M9	M10	MOTIVASI
M1	Pearson Correlation	.102	.386**	.337**	.346**	.600**
	Sig. (2-tailed)	.533	.014	.033	.029	.000
	N	40	40	40	40	40
M2	Pearson Correlation	.153**	.382	.319**	.330**	.556*
	Sig. (2-tailed)	.344	.015	.045	.038	.000
	N	40	40	40	40	40
M3	Pearson Correlation	.420**	.366**	.411	.406**	.668
	Sig. (2-tailed)	.007	.020	.008	.009	.000
	N	40	40	40	40	40
M4	Pearson Correlation	.371**	.564**	.454**	.511	.778**
	Sig. (2-tailed)	.018	.000	.003	.001	.000
	N	40	40	40	40	40
M5	Pearson Correlation	.401**	.495*	.509	.497**	.683
	Sig. (2-tailed)	.010	.001	.001	.001	.000
	N	40	40	40	40	40
M6	Pearson Correlation	.817	.591	.630*	.613**	.733*
	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	40	40	40	40	40
M7	Pearson Correlation	1	.472	.733**	.585*	.713*
	Sig. (2-tailed)		.002	.000	.000	.000
	N	40	40	40	40	40
M8	Pearson Correlation	.472*	1*	.549*	.935**	.816**
	Sig. (2-tailed)	.002		.000	.000	.000
	N	40	40	40	40	40
M9	Pearson Correlation	.733*	.549*	1**	.673**	.784**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	40	40	40	40	40

M10	Pearson Correlation	.585*	.935*	.673**	1**	.838**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	40	40	40	40	40
MOTIVASI	Pearson Correlation	.713**	.816**	.784**	.838**	1**
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	40	40	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

4. Hasil Uji Validitas Kepemimpinan

Correlations

		K1	K2	K3	K4	K5
K1	Pearson Correlation	1	.407**	.330*	.311	.427**
	Sig. (2-tailed)		.009	.037	.051	.006
	N	40	40	40	40	40
K2	Pearson Correlation	.407**	1	.629**	.526**	.808**
	Sig. (2-tailed)	.009		.000	.000	.000
	N	40	40	40	40	40
K3	Pearson Correlation	.330*	.629**	1	.698**	.765**
	Sig. (2-tailed)	.037	.000		.000	.000
	N	40	40	40	40	40
K4	Pearson Correlation	.311	.526**	.698**	1	.697**
	Sig. (2-tailed)	.051	.000	.000		.000

	N	40	40	40	40	40
	Pearson Correlation	.427**	.808**	.765**	.697**	1
K5	Sig. (2-tailed)	.006	.000	.000	.000	
	N	40	40	40	40	40
	Pearson Correlation	.652**	.832**	.837**	.785**	.914**
KEPEMIMPINAN	Sig. (2-tailed)	.000	.000	.000	.000	.000
	N	40	40	40	40	40

Correlations

		KEPEMIMPINAN
K1	Pearson Correlation	.652
	Sig. (2-tailed)	.000
	N	40
K2	Pearson Correlation	.832**
	Sig. (2-tailed)	.000
	N	40
K3	Pearson Correlation	.837*
	Sig. (2-tailed)	.000
	N	40
K4	Pearson Correlation	.785
	Sig. (2-tailed)	.000
	N	40
K5	Pearson Correlation	.914**
	Sig. (2-tailed)	.000
	N	40
KEPEMIMPINAN	Pearson Correlation	1**
	Sig. (2-tailed)	
	N	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

5. Hasil Uji Validitas Lingkungan Kerja

Correlations

		LK1	LK2	LK3	LK4
LK1	Pearson Correlation	1	.566**	.374*	.163
	Sig. (2-tailed)		.000	.017	.315
	N	40	40	40	40
LK2	Pearson Correlation	.566**	1	.622**	.466**
	Sig. (2-tailed)	.000		.000	.002
	N	40	40	40	40
LK3	Pearson Correlation	.374*	.622**	1	.700**
	Sig. (2-tailed)	.017	.000		.000
	N	40	40	40	40
LK4	Pearson Correlation	.163	.466**	.700**	1
	Sig. (2-tailed)	.315	.002	.000	
	N	40	40	40	40
LK5	Pearson Correlation	.191	.547**	.439**	.319*
	Sig. (2-tailed)	.238	.000	.005	.045
	N	40	40	40	40
LK6	Pearson Correlation	.106	.523**	.443**	.338*
	Sig. (2-tailed)	.516	.001	.004	.033
	N	40	40	40	40
LINGKUNGAN KERJA	Pearson Correlation	.519**	.846**	.820**	.705**
	Sig. (2-tailed)	.001	.000	.000	.000
	N	40	40	40	40

Correlations

		LK5	LK6	LINGKUNGAN KERJA
LK1	Pearson Correlation	.191	.106**	.519*
	Sig. (2-tailed)	.238	.516	.001
	N	40	40	40
LK2	Pearson Correlation	.547**	.523	.846**
	Sig. (2-tailed)	.000	.001	.000
	N	40	40	40
LK3	Pearson Correlation	.439*	.443**	.820
	Sig. (2-tailed)	.005	.004	.000
	N	40	40	40
LK4	Pearson Correlation	.319	.338**	.705**
	Sig. (2-tailed)	.045	.033	.000
	N	40	40	40
LK5	Pearson Correlation	1	.847**	.757**
	Sig. (2-tailed)		.000	.000
	N	40	40	40
LK6	Pearson Correlation	.847	1**	.740**
	Sig. (2-tailed)	.000		.000
	N	40	40	40
LINGKUNGAN KERJA	Pearson Correlation	.757**	.740**	1**
	Sig. (2-tailed)	.000	.000	
	N	40	40	40

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

LAMPIRAN 6

HASIL UJI REALIBILITAS

1. Hasil Uji Realibilitas Kinerja Pegawai

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.896	13

2. Hasil Uji Realibilitas Disiplin Kerja

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

3.

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.849	7

3. Hasil Uji Realibilitas Motivasi

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.896	10

4. Hasil Uji Realibilitas Kepemimpinan

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.854	5

5. Hasil Uji Realibilitas Lingkungan Kerja

Scale: ALL VARIABLES

Case Processing Summary

		N	%
Cases	Valid	40	100.0
	Excluded ^a	0	.0
	Total	40	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
.828	6

Lampiran 7

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	2.86695245
	Absolute	.114
Most Extreme Differences	Positive	.114
	Negative	-.114
Kolmogorov-Smirnov Z		.719
Asymp. Sig. (2-tailed)		.680

a. Test distribution is Normal.

b. Calculated from data.

Lampiran 8

HASIL UJI MULTIKOLINEARITAS

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	7.190	6.084		1.182	.245		
DISIPLIN KERJA	.457	.205	.293	2.227	.032	.499	2.006
MOTIVASI	.476	.129	.419	3.686	.001	.665	1.505
KEPEMIMPINAN	-.130	.295	-.050	-.442	.661	.672	1.489
LINGKUNGAN KERJA	.688	.215	.377	3.193	.003	.618	1.619

a. Dependent Variable: KINERJA PEGAWAI

Lampiran 9

HASIL UJI HETEROSKEDASTISITAS

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	2.591	3.974		.652	.519
1 DISIPLIN KERJA	.063	.134	.112	.470	.641
MOTIVASI	.007	.084	.018	.087	.931
KEPEMIMPINAN	-.105	.193	-.112	-.546	.588
LINGKUNGAN KERJA	-.018	.141	-.027	-.125	.901

a. Dependent Variable: ABRES

Lampiran 10

HASIL ANALISIS REGRESI LINIER BERGANDA

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	7.190	6.084		1.182	.245
1 DISIPLIN KERJA	.457	.205	.293	2.227	.032
MOTIVASI	.476	.129	.419	3.686	.001
KEPEMIMPINAN	-.130	.295	-.050	-.442	.661
LINGKUNGAN KERJA	.688	.215	.377	3.193	.003

. Dependent Variable: KINERJA PEGAWAI

Lampiran 11

Hasil Uji Koefisien Determinasi (R^2)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.836 ^a	.699	.665	3.026

a. Predictors: (Constant), LINGKUNGAN KERJA, MOTIVASI, KEPEMIMPINAN, DISIPLIN KERJA

b. Dependent Variable: KINERJA PEGAWAI

Lampiran 12

HASIL UJI t

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	7.190	6.084		1.182	.245
1 DISIPLIN KERJA	.457	.205	.293	2.227	.032
MOTIVASI	.476	.129	.419	3.686	.001
KEPEMIMPINAN	-.130	.295	-.050	-.442	.661
LINGKUNGAN KERJA	.688	.215	.377	3.193	.003

. Dependent Variable: KINERJA PEGAWAI

Lampiran 13

Hasil Uji F

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	744.218	4	186.054	20.314	.000 ^b
	Residual	320.557	35	9.159		
	Total	1064.775	39			

a. Dependent Variable: KINERJA PEGAWAI

b. Predictors: (Constant), LINGKUNGAN KERJA, MOTIVASI, KEPEMIMPINAN, DISIPLIN KERJA

LAMPIRAN 14**TABEL t**

α	0.1	0.05	0.025	0.01	0.005	0.0025	0.001
df							
1	3.077684	6.313752	12.706205	31.820516	63.656741	127.321336	318.308839
2	1.885618	2.919986	4.302653	6.964557	9.924843	14.089047	22.327125
3	1.637744	2.353363	3.182446	4.540703	5.840909	7.453319	10.214532
4	1.533206	2.131847	2.776445	3.746947	4.604095	5.597568	7.173182
5	1.475884	2.015048	2.570582	3.364930	4.032143	4.773341	5.893430
6	1.439756	1.943180	2.446912	3.142668	3.707428	4.316827	5.207626
7	1.414924	1.894579	2.364624	2.997952	3.499483	4.029337	4.785290
8	1.396815	1.859548	2.306004	2.896459	3.355387	3.832519	4.500791
9	1.383029	1.833113	2.262157	2.821438	3.249836	3.689662	4.296806
10	1.372184	1.812461	2.228139	2.763769	3.169273	3.581406	4.143700
11	1.363430	1.795885	2.200985	2.718079	3.105807	3.496614	4.024701
12	1.356217	1.782288	2.178813	2.680998	3.054540	3.428444	3.929633
13	1.350171	1.770933	2.160369	2.650309	3.012276	3.372468	3.851982
14	1.345030	1.761310	2.144787	2.624494	2.976843	3.325696	3.787390
15	1.340606	1.753050	2.131450	2.602480	2.946713	3.286039	3.732834
16	1.336757	1.745884	2.119905	2.583487	2.920782	3.251993	3.686155
17	1.333379	1.739607	2.109816	2.566934	2.898231	3.222450	3.645767
18	1.330391	1.734064	2.100922	2.552380	2.878440	3.196574	3.610485
19	1.327728	1.729133	2.093024	2.539483	2.860935	3.173725	3.579400
20	1.325341	1.724718	2.085963	2.527977	2.845340	3.153401	3.551808
21	1.323188	1.720743	2.079614	2.517648	2.831360	3.135206	3.527154
22	1.321237	1.717144	2.073873	2.508325	2.818756	3.118824	3.504992
23	1.319460	1.713872	2.068658	2.499867	2.807336	3.103997	3.484964
24	1.317836	1.710882	2.063899	2.492159	2.796940	3.090514	3.466777

25	1.316345	1.708141	2.059539	2.485107	2.787436	3.078199	3.450189
26	1.314972	1.705618	2.055529	2.478630	2.778715	3.066909	3.434997
27	1.313703	1.703288	2.051831	2.472660	2.770683	3.056520	3.421034
28	1.312527	1.701131	2.048407	2.467140	2.763262	3.046929	3.408155
29	1.311434	1.699127	2.045230	2.462021	2.756386	3.038047	3.396240
30	1.310415	1.697261	2.042272	2.457262	2.749996	3.029798	3.385185
31	1.309464	1.695519	2.039513	2.452824	2.744042	3.022118	3.374899
32	1.308573	1.693889	2.036933	2.448678	2.738481	3.014949	3.365306
33	1.307737	1.692360	2.034515	2.444794	2.733277	3.008242	3.356337
34	1.306952	1.690924	2.032245	2.441150	2.728394	3.001954	3.347934
35	1.306212	1.689572	2.030108	2.437723	2.723806	2.996047	3.340045
36	1.305514	1.688298	2.028094	2.434494	2.719485	2.990487	3.332624
37	1.304854	1.687094	2.026192	2.431447	2.715409	2.985244	3.325631
38	1.304230	1.685954	2.024394	2.428568	2.711558	2.980293	3.319030
39	1.303639	1.684875	2.022691	2.425841	2.707913	2.975609	3.312788
40	1.303077	1.683851	2.021075	2.423257	2.704459	2.971171	3.306878
41	1.302543	1.682878	2.019541	2.420803	2.701181	2.966961	3.301273
42	1.302035	1.681952	2.018082	2.418470	2.698066	2.962962	3.295951
43	1.301552	1.681071	2.016692	2.416250	2.695102	2.959157	3.290890
44	1.301090	1.680230	2.015368	2.414134	2.692278	2.955534	3.286072
45	1.300649	1.679427	2.014103	2.412116	2.689585	2.952079	3.281480
46	1.300228	1.678660	2.012896	2.410188	2.687013	2.948781	3.277098
47	1.299825	1.677927	2.011741	2.408345	2.684556	2.945630	3.272912
48	1.299439	1.677224	2.010635	2.406581	2.682204	2.942616	3.268910
49	1.299069	1.676551	2.009575	2.404892	2.679952	2.939730	3.265079
50	1.298714	1.675905	2.008559	2.403272	2.677793	2.936964	3.261409
51	1.298373	1.675285	2.007584	2.401718	2.675722	2.934311	3.257890
52	1.298045	1.674689	2.006647	2.400225	2.673734	2.931765	3.254512
53	1.297730	1.674116	2.005746	2.398790	2.671823	2.929318	3.251268

54	1.297426	1.673565	2.004879	2.397410	2.669985	2.926965	3.248149
55	1.297134	1.673034	2.004045	2.396081	2.668216	2.924701	3.245149
56	1.296853	1.672522	2.003241	2.394801	2.666512	2.922521	3.242261
57	1.296581	1.672029	2.002465	2.393568	2.664870	2.920420	3.239478
58	1.296319	1.671553	2.001717	2.392377	2.663287	2.918394	3.236795
59	1.296066	1.671093	2.000995	2.391229	2.661759	2.916440	3.234207
60	1.295821	1.670649	2.000298	2.390119	2.660283	2.914553	3.231709
61	1.295585	1.670219	1.999624	2.389047	2.658857	2.912729	3.229296
62	1.295356	1.669804	1.998972	2.388011	2.657479	2.910967	3.226964
63	1.295134	1.669402	1.998341	2.387008	2.656145	2.909262	3.224709
64	1.294920	1.669013	1.997730	2.386037	2.654854	2.907613	3.222527
65	1.294712	1.668636	1.997138	2.385097	2.653604	2.906015	3.220414
66	1.294511	1.668271	1.996564	2.384186	2.652394	2.904468	3.218368
67	1.294315	1.667916	1.996008	2.383302	2.651220	2.902968	3.216386
68	1.294126	1.667572	1.995469	2.382446	2.650081	2.901514	3.214463
69	1.293942	1.667239	1.994945	2.381615	2.648977	2.900103	3.212599
70	1.293763	1.666914	1.994437	2.380807	2.647905	2.898734	3.210789
71	1.293589	1.666600	1.993943	2.380024	2.646863	2.897404	3.209032
72	1.293421	1.666294	1.993464	2.379262	2.645852	2.896113	3.207326
73	1.293256	1.665996	1.992997	2.378522	2.644869	2.894857	3.205668
74	1.293097	1.665707	1.992543	2.377802	2.643913	2.893637	3.204056
75	1.292941	1.665425	1.992102	2.377102	2.642983	2.892450	3.202489
76	1.292790	1.665151	1.991673	2.376420	2.642078	2.891295	3.200964
77	1.292643	1.664885	1.991254	2.375757	2.641198	2.890171	3.199480
78	1.292500	1.664625	1.990847	2.375111	2.640340	2.889077	3.198035
79	1.292360	1.664371	1.990450	2.374482	2.639505	2.888011	3.196628
80	1.292224	1.664125	1.990063	2.373868	2.638691	2.886972	3.195258
81	1.292091	1.663884	1.989686	2.373270	2.637897	2.885960	3.193922
82	1.291961	1.663649	1.989319	2.372687	2.637123	2.884973	3.192619

83	1.291835	1.663420	1.988960	2.372119	2.636369	2.884010	3.191349
84	1.291711	1.663197	1.988610	2.371564	2.635632	2.883071	3.190111
85	1.291591	1.662978	1.988268	2.371022	2.634914	2.882154	3.188902
86	1.291473	1.662765	1.987934	2.370493	2.634212	2.881260	3.187722
87	1.291358	1.662557	1.987608	2.369977	2.633527	2.880386	3.186569
88	1.291246	1.662354	1.987290	2.369472	2.632858	2.879533	3.185444
89	1.291136	1.662155	1.986979	2.368979	2.632204	2.878699	3.184345
90	1.291029	1.661961	1.986675	2.368497	2.631565	2.877884	3.183271
91	1.290924	1.661771	1.986377	2.368026	2.630940	2.877088	3.182221
92	1.290821	1.661585	1.986086	2.367566	2.630330	2.876309	3.181194
93	1.290721	1.661404	1.985802	2.367115	2.629732	2.875547	3.180191
94	1.290623	1.661226	1.985523	2.366674	2.629148	2.874802	3.179209
95	1.290527	1.661052	1.985251	2.366243	2.628576	2.874073	3.178248
96	1.290432	1.660881	1.984984	2.365821	2.628016	2.873360	3.177308
97	1.290340	1.660715	1.984723	2.365407	2.627468	2.872661	3.176387
98	1.290250	1.660551	1.984467	2.365002	2.626931	2.871977	3.175486
99	1.290161	1.660391	1.984217	2.364606	2.626405	2.871308	3.174604
100	1.290075	1.660234	1.983972	2.364217	2.625891	2.870652	3.173739
101	1.289990	1.660081	1.983731	2.363837	2.625386	2.870009	3.172893
102	1.289907	1.659930	1.983495	2.363464	2.624891	2.869379	3.172063
103	1.289825	1.659782	1.983264	2.363098	2.624407	2.868761	3.171250
104	1.289745	1.659637	1.983038	2.362739	2.623932	2.868156	3.170452
105	1.289666	1.659495	1.982815	2.362388	2.623465	2.867562	3.169670
106	1.289589	1.659356	1.982597	2.362043	2.623008	2.866980	3.168904
107	1.289514	1.659219	1.982383	2.361704	2.622560	2.866409	3.168152
108	1.289439	1.659085	1.982173	2.361372	2.622120	2.865848	3.167414
109	1.289367	1.658953	1.981967	2.361046	2.621688	2.865298	3.166690
110	1.289295	1.658824	1.981765	2.360726	2.621265	2.864759	3.165979
111	1.289225	1.658697	1.981567	2.360412	2.620849	2.864229	3.165282

112	1.289156	1.658573	1.981372	2.360104	2.620440	2.863709	3.164597
113	1.289088	1.658450	1.981180	2.359801	2.620039	2.863198	3.163925
114	1.289022	1.658330	1.980992	2.359504	2.619645	2.862696	3.163265
115	1.288957	1.658212	1.980808	2.359212	2.619258	2.862203	3.162616
116	1.288892	1.658096	1.980626	2.358924	2.618878	2.861719	3.161979
117	1.288829	1.657982	1.980448	2.358642	2.618504	2.861244	3.161353
118	1.288767	1.657870	1.980272	2.358365	2.618137	2.860776	3.160738
119	1.288706	1.657759	1.980100	2.358093	2.617776	2.860317	3.160133
120	1.288646	1.657651	1.979930	2.357825	2.617421	2.859865	3.159539
121	1.288587	1.657544	1.979764	2.357561	2.617072	2.859421	3.158954
122	1.288529	1.657439	1.979600	2.357302	2.616729	2.858984	3.158380
123	1.288472	1.657336	1.979439	2.357047	2.616392	2.858554	3.157815
124	1.288416	1.657235	1.979280	2.356797	2.616060	2.858132	3.157259
125	1.288361	1.657135	1.979124	2.356550	2.615733	2.857716	3.156712
126	1.288307	1.657037	1.978971	2.356307	2.615412	2.857308	3.156175
127	1.288253	1.656940	1.978820	2.356069	2.615096	2.856905	3.155645
128	1.288200	1.656845	1.978671	2.355834	2.614785	2.856509	3.155125
129	1.288149	1.656752	1.978524	2.355602	2.614479	2.856120	3.154612
130	1.288098	1.656659	1.978380	2.355375	2.614177	2.855736	3.154107
131	1.288047	1.656569	1.978239	2.355150	2.613880	2.855358	3.153611
132	1.287998	1.656479	1.978099	2.354930	2.613588	2.854986	3.153122
133	1.287949	1.656391	1.977961	2.354712	2.613300	2.854620	3.152640
134	1.287901	1.656305	1.977826	2.354498	2.613017	2.854260	3.152166
135	1.287854	1.656219	1.977692	2.354287	2.612738	2.853904	3.151699
136	1.287807	1.656135	1.977561	2.354079	2.612463	2.853554	3.151239
137	1.287762	1.656052	1.977431	2.353875	2.612192	2.853210	3.150786
138	1.287716	1.655970	1.977304	2.353673	2.611925	2.852870	3.150339
139	1.287672	1.655890	1.977178	2.353474	2.611662	2.852535	3.149899
140	1.287628	1.655811	1.977054	2.353278	2.611403	2.852206	3.149466

141	1.287585	1.655732	1.976931	2.353085	2.611147	2.851880	3.149038
142	1.287542	1.655655	1.976811	2.352895	2.610895	2.851560	3.148617
143	1.287500	1.655579	1.976692	2.352707	2.610647	2.851244	3.148202
144	1.287458	1.655504	1.976575	2.352522	2.610402	2.850933	3.147792
145	1.287417	1.655430	1.976460	2.352340	2.610161	2.850626	3.147389
146	1.287377	1.655357	1.976346	2.352160	2.609923	2.850323	3.146991
147	1.287337	1.655285	1.976233	2.351983	2.609688	2.850024	3.146598
148	1.287298	1.655215	1.976122	2.351808	2.609456	2.849730	3.146211
149	1.287259	1.655145	1.976013	2.351635	2.609228	2.849439	3.145829
150	1.287221	1.655076	1.975905	2.351465	2.609003	2.849152	3.145453
151	1.287183	1.655007	1.975799	2.351297	2.608780	2.848870	3.145081
152	1.287146	1.654940	1.975694	2.351131	2.608561	2.848591	3.144714
153	1.287109	1.654874	1.975590	2.350967	2.608344	2.848315	3.144353
154	1.287073	1.654808	1.975488	2.350806	2.608131	2.848044	3.143996
155	1.287037	1.654744	1.975387	2.350646	2.607920	2.847776	3.143643
156	1.287002	1.654680	1.975288	2.350489	2.607712	2.847511	3.143296
157	1.286967	1.654617	1.975189	2.350334	2.607506	2.847250	3.142952
158	1.286933	1.654555	1.975092	2.350180	2.607304	2.846992	3.142613
159	1.286899	1.654494	1.974996	2.350029	2.607103	2.846737	3.142279
160	1.286865	1.654433	1.974902	2.349880	2.606906	2.846486	3.141949
161	1.286832	1.654373	1.974808	2.349732	2.606711	2.846238	3.141623
162	1.286799	1.654314	1.974716	2.349586	2.606518	2.845993	3.141301
163	1.286767	1.654256	1.974625	2.349442	2.606328	2.845751	3.140983
164	1.286735	1.654198	1.974535	2.349300	2.606140	2.845511	3.140669
165	1.286703	1.654141	1.974446	2.349160	2.605954	2.845275	3.140358
166	1.286672	1.654085	1.974358	2.349021	2.605770	2.845042	3.140052
167	1.286641	1.654029	1.974271	2.348884	2.605589	2.844812	3.139749
168	1.286611	1.653974	1.974185	2.348749	2.605410	2.844584	3.139450
169	1.286581	1.653920	1.974100	2.348615	2.605233	2.844359	3.139155

170	1.286551	1.653866	1.974017	2.348483	2.605058	2.844137	3.138863
171	1.286522	1.653813	1.973934	2.348352	2.604886	2.843917	3.138575
172	1.286493	1.653761	1.973852	2.348223	2.604715	2.843700	3.138290
173	1.286464	1.653709	1.973771	2.348096	2.604546	2.843486	3.138008
174	1.286436	1.653658	1.973691	2.347970	2.604379	2.843274	3.137729
175	1.286408	1.653607	1.973612	2.347845	2.604215	2.843064	3.137454
176	1.286380	1.653557	1.973534	2.347722	2.604052	2.842857	3.137182
177	1.286353	1.653508	1.973457	2.347600	2.603891	2.842652	3.136913
178	1.286326	1.653459	1.973381	2.347479	2.603731	2.842450	3.136648
179	1.286299	1.653411	1.973305	2.347360	2.603574	2.842250	3.136385
180	1.286272	1.653363	1.973231	2.347243	2.603418	2.842052	3.136125
181	1.286246	1.653316	1.973157	2.347126	2.603264	2.841856	3.135868
182	1.286220	1.653269	1.973084	2.347011	2.603112	2.841663	3.135614
183	1.286195	1.653223	1.973012	2.346897	2.602961	2.841471	3.135363
184	1.286169	1.653177	1.972941	2.346785	2.602813	2.841282	3.135114
185	1.286144	1.653132	1.972870	2.346673	2.602665	2.841095	3.134868
186	1.286120	1.653087	1.972800	2.346563	2.602520	2.840910	3.134625
187	1.286095	1.653043	1.972731	2.346454	2.602376	2.840726	3.134385
188	1.286071	1.652999	1.972663	2.346346	2.602233	2.840545	3.134147
189	1.286047	1.652956	1.972595	2.346240	2.602092	2.840366	3.133911
190	1.286023	1.652913	1.972528	2.346134	2.601952	2.840189	3.133679
191	1.286000	1.652871	1.972462	2.346030	2.601814	2.840013	3.133448
192	1.285976	1.652829	1.972396	2.345926	2.601678	2.839840	3.133220
193	1.285953	1.652787	1.972332	2.345824	2.601543	2.839668	3.132995
194	1.285931	1.652746	1.972268	2.345723	2.601409	2.839498	3.132772
195	1.285908	1.652705	1.972204	2.345623	2.601276	2.839329	3.132551
196	1.285886	1.652665	1.972141	2.345524	2.601145	2.839163	3.132332
197	1.285864	1.652625	1.972079	2.345425	2.601016	2.838998	3.132116
198	1.285842	1.652586	1.972017	2.345328	2.600887	2.838835	3.131902

199	1.285820	1.652547	1.971957	2.345232	2.600760	2.838674	3.131690
200	1.285799	1.652508	1.971896	2.345137	2.600634	2.838514	3.131480
201	1.285778	1.652470	1.971837	2.345043	2.600510	2.838355	3.131272
202	1.285757	1.652432	1.971777	2.344950	2.600387	2.838199	3.131067
203	1.285736	1.652394	1.971719	2.344857	2.600265	2.838044	3.130863
204	1.285715	1.652357	1.971661	2.344766	2.600144	2.837890	3.130661
205	1.285695	1.652321	1.971603	2.344675	2.600024	2.837738	3.130462
206	1.285675	1.652284	1.971547	2.344586	2.599906	2.837588	3.130264
207	1.285655	1.652248	1.971490	2.344497	2.599788	2.837438	3.130069
208	1.285635	1.652212	1.971435	2.344409	2.599672	2.837291	3.129875
209	1.285615	1.652177	1.971379	2.344322	2.599557	2.837145	3.129683
210	1.285596	1.652142	1.971325	2.344236	2.599443	2.837000	3.129493
211	1.285577	1.652107	1.971271	2.344150	2.599330	2.836856	3.129305
212	1.285558	1.652073	1.971217	2.344066	2.599218	2.836714	3.129118
213	1.285539	1.652039	1.971164	2.343982	2.599108	2.836574	3.128934
214	1.285520	1.652005	1.971111	2.343899	2.598998	2.836434	3.128751
215	1.285502	1.651972	1.971059	2.343817	2.598889	2.836296	3.128570
216	1.285483	1.651939	1.971007	2.343735	2.598782	2.836159	3.128390
217	1.285465	1.651906	1.970956	2.343655	2.598675	2.836024	3.128212
218	1.285447	1.651873	1.970906	2.343575	2.598569	2.835890	3.128036
219	1.285429	1.651841	1.970855	2.343496	2.598465	2.835757	3.127862
220	1.285411	1.651809	1.970806	2.343417	2.598361	2.835625	3.127689
221	1.285394	1.651778	1.970756	2.343339	2.598258	2.835494	3.127517
222	1.285377	1.651746	1.970707	2.343262	2.598156	2.835365	3.127347
223	1.285359	1.651715	1.970659	2.343186	2.598055	2.835237	3.127179
224	1.285342	1.651685	1.970611	2.343110	2.597955	2.835110	3.127013
225	1.285325	1.651654	1.970563	2.343035	2.597856	2.834984	3.126847
226	1.285309	1.651624	1.970516	2.342961	2.597758	2.834859	3.126684
227	1.285292	1.651594	1.970470	2.342887	2.597661	2.834735	3.126521

228	1.285276	1.651564	1.970423	2.342814	2.597564	2.834613	3.126360
229	1.285259	1.651535	1.970377	2.342742	2.597468	2.834491	3.126201
230	1.285243	1.651506	1.970332	2.342670	2.597374	2.834371	3.126043
231	1.285227	1.651477	1.970287	2.342599	2.597280	2.834251	3.125886
232	1.285211	1.651448	1.970242	2.342528	2.597186	2.834133	3.125731
233	1.285196	1.651420	1.970198	2.342458	2.597094	2.834016	3.125577
234	1.285180	1.651391	1.970154	2.342389	2.597002	2.833899	3.125424
235	1.285164	1.651364	1.970110	2.342320	2.596912	2.833784	3.125273
236	1.285149	1.651336	1.970067	2.342252	2.596822	2.833670	3.125123
237	1.285134	1.651308	1.970024	2.342185	2.596732	2.833556	3.124974
238	1.285119	1.651281	1.969982	2.342118	2.596644	2.833444	3.124827
239	1.285104	1.651254	1.969939	2.342051	2.596556	2.833332	3.124681
240	1.285089	1.651227	1.969898	2.341985	2.596469	2.833222	3.124536
241	1.285074	1.651201	1.969856	2.341920	2.596383	2.833112	3.124392
242	1.285060	1.651175	1.969815	2.341855	2.596297	2.833003	3.124249
243	1.285045	1.651148	1.969774	2.341791	2.596212	2.832896	3.124108
244	1.285031	1.651123	1.969734	2.341728	2.596128	2.832789	3.123968
245	1.285017	1.651097	1.969694	2.341664	2.596045	2.832683	3.123829
246	1.285002	1.651071	1.969654	2.341602	2.595962	2.832578	3.123691
247	1.284988	1.651046	1.969615	2.341540	2.595880	2.832473	3.123554
248	1.284975	1.651021	1.969576	2.341478	2.595799	2.832370	3.123418
249	1.284961	1.650996	1.969537	2.341417	2.595718	2.832267	3.123284
250	1.284947	1.650971	1.969498	2.341356	2.595638	2.832166	3.123150
251	1.284933	1.650947	1.969460	2.341296	2.595558	2.832065	3.123018
252	1.284920	1.650923	1.969422	2.341236	2.595479	2.831964	3.122886
253	1.284907	1.650899	1.969385	2.341177	2.595401	2.831865	3.122756
254	1.284893	1.650875	1.969348	2.341118	2.595323	2.831767	3.122627
255	1.284880	1.650851	1.969311	2.341060	2.595246	2.831669	3.122499
256	1.284867	1.650828	1.969274	2.341002	2.595170	2.831572	3.122371

257	1.284854	1.650804	1.969237	2.340945	2.595094	2.831476	3.122245
258	1.284841	1.650781	1.969201	2.340888	2.595019	2.831380	3.122120